

MONITORING AND EVALUATION

The monitoring and evaluation phase will allow knowing the development of the Equality Plan and the results obtained in the different areas of action during and after its development and implementation.

The monitoring phase will be carried out regularly on a scheduled basis and will provide information on possible needs and / or difficulties arising in its execution. This event will enable its coverage and correction, providing the plan with the flexibility necessary for its success.

Area of application

The Equality Plan covers the entire workforce of Industrias Alegre and all those areas and people who, during the period of validity of the Plan, are created and are joining the organization.

Validity of the Plan

4 years



For any questions or suggestions,
contact:



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INDUSTRIAS ALEGRE, S.A.

EQUALITY PLAN

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- ☑ **WHAT IS AN EQUALITY PLAN?**
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- ☑ **MONITORING AND EVALUATION**

TRIPTYCH N° 1 rev. 6

EDITION DATE: March 2023

MANAGEMENT COMMITMENT

INDUSTRIAS ALEGRE S.A. : declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without directly or indirectly discriminating on the basis of sex, as well as in promoting and promoting measures to achieve real equality in the within our organization, establishing equal opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of said principle established by Organic Law 3/2007, of March 22, for effective equality between women and men.

WHAT IS AN EQUALITY PLAN?

An Equality Plan is defined as a set of measures, which will be adopted after a diagnosis of the current situation of the company has been carried out, aimed at achieving equal treatment and opportunities between women and men, in those situations in which there is no currently exists and to eliminate, where appropriate, discrimination based on sex.

PRINCIPLES GOVERNING THE EQUALITY PLAN

- Gender equality
- Internal coherence (adapted to reality)
- Preventive (sensitizing the organization)
- Participation and dialogue
- Permanence in time

OBJECTIVES OF THE EQUALITY PLAN

- Personnel Selection Measures
- Contracting Measures
- Labor Promotion Measures
- Training measures
- Salary Retribution Measures
- Conciliation Measures
- Labor Welfare Measures
- Sustainability and Communication Measures

PERMANENT COMMITTEE FOR EQUALITY

The company and the Works Council have created within the Committee, a working group made up of three members of the Works Council and three representatives of the same.

These people constitute the PERMANENT COMMITTEE OF EQUALITY, forming an equal distribution of the agents involved.

On behalf of the workers' representatives:

- Elena Martín Martín
- Marisol Sabaleta Pérez
- Francisco Plaza Sala

On behalf of the company representatives:

- Raúl Roig Murillo
- Ana Bravo Olmedo
- Cristina Cid de Diego Aspas